



Plan will serve as policy for hiring, advancing deaf and minority workers

Gallaudet's new affirmative action plan is taking shape, and by next October the task force that has been working on it hopes to present the new plan to the Board of Trustees for approval.

The plan will be a guideline for hiring, promoting, and retaining deaf and minority employees at Gallaudet.

Jack Gannon, executive director of Alumni Relations and Advancement, and Acting Provost Ann Davidson, the chairpeople of the Affirmative Action Task Force, discussed the new plan at a lecture held in Ely Center March 22.

Dr. Davidson explained that the task force had its first meeting last November to review the existing plan and study existing laws and guidelines. The group has gathered award-winning plans from other universities that address the rights of minorities, women, and disabled people and also reviewed the Deafness Related Concerns Council report from 1982.

The task force has distributed a questionnaire on campus, held four open meetings where people on campus expressed their views about affirmative action, had a two-day-retreat where the group began to address issues, and began to write the new plan.

Gallaudet's first affirmative action plan was written in 1973, and it has not been revised since 1976.

Gannon discussed several areas to be included in the new affirmative action plan. First, the plan will combine the affirmative action and handicapped plans, he said. Many institutions have two separate plans, but the task force felt that one plan would be best for

Gallaudet. Accordingly, the categories of "deaf" and "hard of hearing" have been added to the target group.

The plan proposes to reactivate the Affirmative Action Council, a group that previously existed at Gallaudet.

"We want to make it a very active and strong group," said Gannon. The task force is also proposing direct involvement of division administrators in affirmative action and recommending that Gallaudet hire a full-time affirmative action or equal employment opportunity person.

The new affirmative action plan will also propose that a task force be established to study the issue of communication at Gallaudet, including the possibility of tying in all Gallaudet jobs with various levels of proficiency in sign language. "I know many schools for the deaf have a system like that, and it works well," said Gannon.

In the coming months, the task force will be distributing an outline of the plan, the plan itself, a follow-up action list of things that must be done to support the plan, and a list of recommendations to be submitted to President King Jordan suggesting specific ways to support the plan.

People on campus who have ideas of other documents that the task force should examine can contact the task force representative from their area: Patti Singleton, staff; Al Couthen, President's Council on Deafness; Lovelle Golden, Pre-College; Dr. Howard Busby, Academic Affairs Management Team; Davidson; Gannon; or Diane Horowitz, resource person.



Heavy rains did not cool the spirits of KDES youngsters in their Easter egg hunt on March 24, sponsored by the Delta Epsilon sorority. Although it was too wet to hunt eggs on the playground, the cafeteria sufficed. The students also had an egg decorating contest.

Mid-Atlantic professionals discuss interpreters for children, PL 99-457

Professionals from 10 mid-Atlantic states who serve deaf children in residential schools and mainstreaming programs, and through health and social services, attended seminars at Kendall Demonstration Elementary School March 20 on the need to improve interpreter services for school aged children, and to discuss the impacts of Public Law 99-457.

The seminar was the latest in a series of special interest group meetings sponsored by Gallaudet's Educational Resource Center on Deafness, a division of Pre-College Outreach. The meetings are being held "to give people a forum for sharing concerns and working out issues," said Jo Israelson, an outreach planning coordinator with the Educational Resource Center on Deafness. Israelson said that the meetings have been "incredibly successful" and that the groups are making plans to get together for future sessions.

In addressing interpreters in school settings, Dr. Gerrilee Gustason, a professor in Gallaudet's Department of Education, stressed the need for written position descriptions and guidelines for these interpreters, as well as adequate training for them.

"None of the interpreter training programs in the United States train interpreters to work with children," Gustason said, although two-thirds of all graduates from interpreting programs work in schools. Programs train interpreters for adults because that was the area where services were needed when interpreter training programs

began.

The ethics of educational interpreting differ from interpreting for adults, Gustason said. The educational interpreter in an elementary or high school is part of the educational team and must act accordingly when, for example, children are caught cheating or talking about drugs in the hallway.

Workshop participants also identified service delivery models at state and local education agencies and discussed issues, ideas, and resources related to mainstreaming hearing impaired students.

PL 99-457, which deals with improving services to children with disabilities by combining social services, health, and education programs, is a "radical departure" from the previous law, PL-99-142, said Patti Biro of the National Center for Clinical Infant Programs.

Biro said that under the new law, states have to meet stricter eligibility criteria in order to continue receiving federal money.

For example, every state must now develop a central directory of health, educational, and social services resources to make referrals for children who need these services, and at the earliest possible date. Other new requirements are family assessments by case workers, and more structured case management.

There is also a push, Biro said, for states to interact more and share resources, since "there will never be enough money from [federal] sources to fund the kind of services we want."



Cornell Jackson, a member of the Gallaudet Community Relations Council (GCRC) from the near Northeast Meals on Wheels, presents \$250 checks to Mervin Garretson, general chairman of The Deaf Way, and Ella McCall of The Children of the Capitol City Inn Shelter, at the GCRC's 10th Annual Awards and Recognition Program, held recently. GCRC is made up of the Gallaudet community and citizens and business leaders from the Near Northeast Washington, D.C., neighborhood.

Charter Day plans set at Gallaudet

The campus community is invited to join this Saturday in celebrating the 125th anniversary of President Abraham Lincoln's signing of Gallaudet's charter on April 8, 1864, giving the institution the authority to grant liberal arts degrees to deaf people.

Highlighting the day's activities will be a seminar entitled "World Games for the Deaf '89: An Overview," sponsored by the Office of Alumni Relations and Advancement and featuring speakers Dr. Ronald Sutcliffe, Dr. Donald Ammons, and Dwight Benedict. The seminar will be held in Merrill Learning Center, Room LN-11.

Programs in Adult and Continuing Education (PACE) will sponsor several presentations during the day, and the annual Charter Day Banquet will be held at 5:30 p.m. in "Ole Jim," followed by a talk by President King Jordan on the University's history.

For more information call Mary Anne Pugin, x5066 (TDD).



Jack Gannon presented copies of his book *The Week the World Heard Gallaudet* to Board of Trustees members and deaf rights supporters Rep. David Bonior (D-Mich., above) and Rep. Steve Gunderson (R-Wisc.), at the National Press Club on March 23. "Jack's book is very important," Bonior said. "The world looks to Gallaudet for hope and inspiration. . . . There really is no turning back."

Announcements

Variety Show tryouts for a Professional Secretaries Week program will be held in the Ely Center Workshop (Rm. 100) on April 4 and 7 from noon to 1:30 p.m. Auditioners must bring their own music. For more information contact Joyce McPherson, x5299.

Dr. Paul Johnston, assistant professor of art, will speak about "Deaf Artists: Are we Disabled Artists or Ethnic Artists" on Wednesday, April 5, from 5-6 p.m. in the Ely Auditorium. His talk is part of the Department of Sign Communication's Sign Language Lecture Series. For more information, call the department at x5200.

The April 5, 5:15 p.m. Gallaudet Workout will be taught by Pam Oglesby. A Body Basics workout outfit worth up to \$50 and other prizes will be given away. The class costs \$4 or one Gallaudet Workout ticket. For more information, call Pattie Cinelli at x4491 or x5591.

This Wednesday, April 5, staff, faculty, and students can buy NICD

publications for 40% off at the lower level of Merrill Learning Center from 10 a.m. to 2 p.m.

The Gallaudet Child Development Center (CDC) will sponsor a sign interpreted performance by the Blue Sky Puppet Theatre on Saturday, April 8, at 11 a.m. in the Ely Center Auditorium. Tickets can be bought in advance at CDC or the door for \$4 for adults and \$2 for children. For more information, call x5130.

The National Academy's 1989 Empowerment Lecture Series will close with "An Introduction to Parliamentary Procedures" by Bummy Bernstein, president of the Gallaudet University Alumni Association, on Tuesday, April 11, from 12:15 to 1 p.m. in the Abbey. For more information, call Pat Johanson at x5096.

Gallaudet's Music Program invites the campus community to a piano recital and lecture by Dr. Timothy Blair on Tuesday, April 11, from 2:30-4 p.m. in Elstad Auditorium. Blair teaches freshman theory at The Catholic University of America, where he received his doctorate in musical arts. He also teaches piano at Gallaudet.

The National Association of the Deaf invites the campus community to its Deaf American's Ball on Friday, April 7, from 7:30 p.m. to 1 a.m. at the Crowne Plaza, 1750 Rockville Pike, Rockville, MD. Tickets cost \$30 per person and proceeds go to the NAD Youth Program. For tickets or more information, call Karen Tucker at x5078 or x5255.

"A Lie of the Mind," by Sam Shepard, will be interpreted by sign master Bill Ennis at Arena Stage on April 6 at 8 p.m. For more information, call 488-3300 (V) or 484-0247 (TDD).

Adventure Theatre in Glen Echo Park will present "Laddio Tiddliwink" for hearing impaired children on Sunday, April 9, at 1:30 with a cued speech interpreter and at 3:30 with a sign language interpreter. For more information, call 320-5331 (V) from 10 a.m. to 4 p.m.

NICD updates publications list in response to queries on deafness

The National Information Center on Deafness (NICD) disseminates more than 500 publications that help answer questions about hearing loss and deafness. NICD has developed more than 85 of these publications to respond to commonly-asked questions.

Several new and revised publications are now available through NICD:

- An expanded series of booklets about deafness and hearing loss for young readers—*Have You Ever Wondered About . . .*, includes three booklets, "Growing Up Without Hearing Loss," "How Deaf People Communicate," and "The Ear and Hearing." A *Teacher's Activity Handbook* that includes suggested activities to use in the classroom is available to supplement the booklets.

- *Education of Hearing Impaired Students: Selected Readings* covers 30 areas in the field of deafness, including etiology, language development, multi-handicapped hearing impaired, hearing impairment and the family, and psychosocial aspects of hearing impairment.

- *Hearing Ear Dogs* describes hearing ear dogs and their training. It includes a list of hearing ear dog training programs.

- *Travel Resources for Deaf and Hard of Hearing People* lists travel agents, carriers, hoteliers, and other sources of travel information.

Several other NICD publications continue to remain popular:

- *Alerting and Communication Devices for Hearing Impaired People* discusses alerting devices, telephone communication aids, TV and film access, and personal and large group communication aids.

- *Communicating with Deaf People: An Introduction* discusses various ways deaf people communicate.

- *Growing Together: Information for Parents of Hearing Impaired Children* answers questions often asked by parents of children with hearing impairments.

- *Directory of Programs and Services for Hearing Impaired People in the Metropolitan Washington Area* lists more than 200 agencies offering services to hearing impaired members of the community.

People interested in these or other publications can visit the NICD in the lower level of the Learning Center and get a copy of the publications list, "Free and Inexpensive Materials." The list can also be used to order the publications listed above.

Classified Ads

CLASSIFIED ADS are printed free as a service to Gallaudet faculty and staff. They must be submitted in writing only to *On the Green*, MSSD, Room G-37. Ads may be run for a maximum of two weeks, if requested, and if space permits. The deadline for submitting advertisements is Friday, 10 days before the desired publication.

FOR SALE: Timeshare townhouse on beachfront in W. Palm Beach, Fla., sleeps 6, international exchange program, must sell, \$8,500/neg. or take over payments. Call Dave, x5144 or 439-1632 (TDD) eves.

FOR SALE: Computer desk w/chair, like new, \$125; kitchen table w/4 chairs, white formica, \$50. Call Betty, x3357.

WANTED: Male/female to share house w/U. of Md. students, large private room, laundry, CAC, quiet neighborhood close to U., \$275/mo. plus 1/4 util. Call Tom Allen, x5575 or 891-2787 (V) eves.

FOR SALE: 4-dr. '81 Olds Omega w/power steering, brakes, doors, seats; automatic, AC, cruise control; exc. cond.; \$2,500/BO. Call Pris, x5488.

FOR SALE: Restored 3-BR 2-1/2 bath townhouse w/hardwood floors, many amenities, 1 block from Gallaudet, priced for quick sale. Call x4458 (TDD).

FOR SALE: Children's toys and clothes, exc. cond., half price; portable playpen, \$30; Fisher Price Activity Center, Playskool Infant Activity Blanket and Toddler Scooter, \$10/each; Playskool Stroller Activity Center, \$7; Disney Babies Mirror (childproof), \$5; Fisher Price Soft Rabbit Cuddler, \$2; crib sheets. Call Jane, x5526 (TDD) or leave a message at x5385 or 773-0881 (V/TDD) eves.

FOR SALE: 17-yr.-old Cable-Nelson piano, \$500; 6-ft.-long walnut stereo cabinet (no stereo) \$75; 4-yr.-old 10 cu. ft. freezer, rarely used, \$150; small table saw w/motor, \$40; 6 bowling balls, \$5/each. Call 490-0084 after 5 p.m.

FOR SALE: '86 Ford Thunderbird, 40K mi., new tires and brakes, loaded, beige, very good cond., \$7,500/BO. Call Susan, x5203 or 360-4216 (V/TDD).

FOR RENT: 1-BR English basement apt. w/private entrance, W/D, pets OK, 1636 E. St. SE, 5 min. from Potomac Ave. Metro, \$300 deposit, \$550/mo. inc. heat, CAC, water. Call 543-5079 (V).

FOR SALE: Thomasville pecan dining room set w/6 chairs, Amana W/D, end tables, shredder, child's headboard, lamp, full-length mirror, large oriental rug, misc. items. Call Bill Darnell, x5375 or (301) 721-3136 (TDD).

FOR SALE: '77 Rinkerbuilt trailer for lake, bay, ocean, 19 ft. V-Hull, 140 Mercruiser I/O; Sears riding mower, little used; both BO. Call Harvey, x5315 or 472-4759 (V/TDD).

WANTED: Responsible roommates to share house in Lanham, Md., w/2 nonsmokers who have no pets; 2 rooms avail., W/D, telecaption decoder, TDD, other amenities; \$200/mo./room plus util. Call Amy, x5373 or 552-3624 (V/TDD) after 6 p.m.

FOR SALE: '86 Dodge Conversion Van B250 w/automatic, AC, power steering, windows and brakes; captain's chairs, bed, table; good body, tan w/accents; \$8,500/BO. Call Darnese, x5538.

FOR SALE: Canon camera, EOS 650, 35-70 mm, flash 300 EZ, service manual, box, \$500/BO. Call Thao, x5117.

FOR SALE: 2 metal medium-size trunks, \$50/each; dress-size American Tourister carrying case, \$75; Bell & Howell 16 mm, manual operation, \$100; waffle iron, \$10; all prices neg. Call May, x5410 Mon.-Tues or 474-7657 (TDD) other times.

WANTED: Share full-time baby care w/family w/sitter who would like another baby to care for, Colesville/Silver Spring, Md., 7:30 a.m.-4:30 p.m., Mon.-Fri. Call Susan King, x5400 or 680-9589 (V) eves.

WANTED: Person for private room and bath in Greenbelt, Md., near Metro, avail. Aug.-Dec./neg., \$250/mo. inc. util. Call 254-3331 (TDD) 9 a.m.-4 p.m. or 345-3840 (TDD) 6-10 p.m.

WANTED: Housesitting position for 3 medical drs. from Mo. taking a summer course at Walter Reed July 10-Aug. 18. Call Glen-da Ennis, x5375.

Job Openings

Some of the advertised positions may already be filled. The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

DIRECTOR, COUNSELING AND DEVELOPMENT CENTER: School of Preparatory Studies

REGISTRATION ASSISTANT: Records Management

DOCUMENTATION TECHNICIAN: User Services

NETWORKS AND COMMUNICATIONS TECHNICIAN: Networks and Communications Department

MATHEMATICS INSTRUCTOR: MSSD

FACULTY POSITIONS: MSSD and KDES

April 3, 1989

on the
GREEN

Published each Monday for the staff and faculty of Gallaudet University by the Department of Publications and Production.

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Gallaudet University is an equal opportunity employer/educational institution. Programs and services offered by Gallaudet receive substantial financial support from the U.S. Department of Education.